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PROPOSED REMARKS  
BY

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AT THE  
BLACK HISTORY MONTH PROGRAM  
25 FEBRUARY 1993, 10:00 AM  
HEADQUARTERS AUDITORIUM

Good morning. It's a pleasure to be here today to participate in this program recognizing Black History Month.

Black Americans have made -- and continue to make -- invaluable contributions to our country and to this Agency.

Let me say that, as the new DCI, I fully support the work of our Office of Equal Employment Opportunity. I am pleased to report that the overall number of Blacks in the Agency's ranks is above the civilian labor force guidelines -- even though we're downsizing our work force. In FY '92, Black men and women comprised 10 percent of the Agency's full-time work force, and our Black professional strength grew by 4.6 percent.

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In the short time I've been DCI, I have been impressed by the number and scope of CIA's programs for minority employees. As you probably know, our Black Affairs Program has been very active this past year.

- In October our EEO Office and the Black Affairs Program sponsored the second annual two-day offsite conference for Black employee representatives from each directorate. Senior managers -- including the Executive Director, the Director of EEO, and the Director of Public and Agency Information -- spoke to employees about issues such as recruitment, retention, development, and communication.

- At the conclusion of the offsite, the conferees decided to form an Agency-wide Black Affairs Advisory Council. The Council will be a representative group of employees who will work with the Executive Board and the Black

Affairs Program Manager. We plan to announce the council members in the near future. They will develop and implement programs and policies that will empower Black employees to maximize their contributions in accomplishing the Agency's mission.

- During the past year, members of the Black Affairs Executive Board conducted workshops for employees who have worked at CIA for three years or less. The topics discussed included strategies for success and goal-setting. These workshops will continue to be conducted on an annual basis.

Since the theme of Black History Month this year is "Afro-American Scholars: Leaders, Activists, and Writers," it is fitting to note that the Agency continues to expand its relations with Historically Black Colleges and Universities. We've recently contracted with Howard University to provide the DI with unclassified trade statistics for

economic analysis. And last month Agency representatives traveled to Florida A&M University to discuss cooperative efforts with the school -- including research on Third World economic issues and expansion of our student co-op program.

- This year, CIA will be more involved than ever before in the annual conference of the National Association for Equal Opportunity in Higher Education -- the umbrella organization for all Historically Black Colleges and Universities. In addition to conducting briefings at the conference -- which will take place next month -- we have, for the first time, invited some of the conferees to attend a one-day information program here at Headquarters.

CIA will continue its efforts to reach out to our country's Black American community -- and to develop a work force that reflects our nation's rich, multicultural heritage.

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Our keynote speaker today, Dorothy Gilliam, is recognized throughout the country as a powerful voice for Black Americans, women and other minorities.

Born in Memphis, Tennessee, <sup>Ms. Gilliam</sup> Dorothy earned her bachelor's degree from Lincoln University in Jefferson City, Missouri, and received her master's degree from the Columbia School of Journalism.

In 1961 she began working for The Washington Post as a reporter on the metropolitan desk. Three years later, she left The Post to work as reporter for the local TV program "Panorama." In 1972 <sup>Ms. Gilliam</sup> Dorothy returned to The Post as an assistant editor of the *Style* section; she was made a columnist in 1979.

Today Dorothy Gilliam is one of the most respected, widely read and often-quoted journalists in the country. Her weekly Washington Post column provides

a fresh perspective on many of the pressing political and social issues of our day.

Ms. Gilliam has received numerous awards -- including the "Journalist of the Year," "Achievement in Journalism," and Washington Media Awards from the Capital Press Club -- and the Columbia Graduate School of Journalism "Alumni of the Year" Award.

Dorothy Gilliam is the author of Paul Robeson, All American, published in 1976 by New Republic Books. She is a former Woodrow Wilson Fellow, and a former member of the Boards of the Robert F. Kennedy Journalism Awards and the Fund for Investigative Journalism.

Please join me in giving a very warm welcome to one of our country's foremost <sup>journalist</sup> ~~social~~ commentators, Dorothy Gilliam.